



GOVERNANCE COMMITTEE

WEDNESDAY, 10 JANUARY 2024

12.00 PM, COUNCIL CHAMBER, COUNTY HALL, LEWES

MEMBERSHIP - Councillor Keith Glazier (Chair)
Councillors Nick Bennett, Bob Bowdler, Chris Collier, Johnny Denis and
David Tutt

A G E N D A

1. Minutes of the meeting held on 28 November 2023 (*Pages 3 - 4*)
2. Apologies for absence
3. Disclosures of interests
Disclosures by all members present of personal interests in matters on the agenda, the nature of any interest and whether the member regards the interest as prejudicial under the terms of the Code of Conduct.
4. Urgent items
Notification of items which the Chair considers to be urgent and proposes to take at the appropriate part of the agenda. Any members who wish to raise urgent items are asked, wherever possible, to notify the Chair before the start of the meeting. In so doing, they must state the special circumstances which they consider justify the matter being considered urgent.
5. LMG Managers Pay Offer 2023/24 (*Pages 5 - 8*)
Report by the Chief Operating Officer.
6. Social Media Guidance for Councillors (*Pages 9 - 22*)
Report by the Assistant Chief Executive.
7. Chief Executive, Chief Officers' and Deputy Chief Officers' Pay 2023/24 (*Pages 23 - 30*)
Report by the Assistant Director, Human Resources and Organisation Development.
8. Any other items previously notified under agenda item 4

PHILIP BAKER
Assistant Chief Executive
County Hall, St Anne's Crescent
LEWES BN7 1UE

2 January 2024

Contact Georgina Seligmann, Governance and Democracy Manager,
01273 481955
Email: georgina.seligmann@eastsussex.gov.uk

This page is intentionally left blank

GOVERNANCE COMMITTEE

MINUTES of a meeting of the Governance Committee held at Council Chamber, County Hall, Lewes on 28 November 2023.

PRESENT Councillors Keith Glazier (Chair), Nick Bennett, Bob Bowdler, Chris Collier and Johnny Denis

35. MINUTES OF THE MEETING HELD ON 7 NOVEMBER 2023

35.1 RESOLVED – that the minutes of the previous meeting of the Committee held on 7 November 2023 be confirmed and signed as a correct record.

36. REPORTS

36.1 Copies of the reports referred to below are included in the minute book.

37. APOLOGIES FOR ABSENCE

37.1 Apologies for absence were received from Councillor Tutt.

38. REVIEW OF ANNUAL GOVERNANCE REPORT AND 2022/23 STATEMENT OF ACCOUNTS

38.1 The Committee considered a report by the Chief Finance Officer regarding the Independent Auditor's, Grant Thornton (GT), report on the audit opinion on the 2022/23 Statement of Accounts.

38.2 The Committee RESOLVED to:

- 1) note the Independent Auditor's (GT) Report to those charged with governance on East Sussex County Council Accounts;
- 2) authorise the Chief Finance Officer to sign the formal Letter of Representation to GT UK LLP; and
- 3) approve the 2022/23 Statement of Accounts for publication.

39. LMG MANAGERS PAY 2023-2024

39.1 The Committee considered a report by the Chief Operating Officer regarding the pay award for Local Managerial Grade (LMG) Managers for 2023/24.

39.2 The Committee RESOLVED to agree the pay offer for LMG Managers for the financial year 2023/24 to mirror the national (NJC) award, as set out in paragraph 2.6 of the report.

40. SCRUTINY UPDATE

40.1 The Committee considered a report by the Assistant Chief Executive that provided an overview of the scrutiny activity being undertaken by the People, Place and Health Overview Scrutiny Committees and an update on the work of the Audit Committee.

40.2 The Committee RESOLVED to:

- 1) note the updates on recent scrutiny and Audit Committee activity and the current work programmes at appendices 1-4 of the report.

Report to: Governance Committee

Date of meeting: 10 January 2024

By: Chief Operating Officer

Title: LMG Managers Pay 2023/24

Purpose: To agree the pay award for LMG Managers for 2023/24

RECOMMENDATIONS:

The Governance Committee is recommended to agree the pay award for LMG Managers for the financial year 2023/24 to mirror the national (NJC) award, as set out in paragraph 1.1 of the report.

1 Background

- 1.1 At its meeting on 28 November 2023, the Governance Committee received a report with regards to the 2023/24 pay offer for LMG Managers to be negotiated with Unison. Following due consideration, the Committee agreed the offer to be made as mirroring the national (NJC) pay award which, translated into the Council's local pay structures, equates to:
- an increase of £1,925 on LMG1 pay points 5 to 8 and LMG2 pay points 9 and 10
 - an increase on 3.88% on LMG2 pay points 11 and 12, and all pay points on grades LMG3 to LMG8

2 Supporting information

- 2.1 Following the Governance Committee's decision on 28 November 2023, negotiations with UNISON have taken place and local managers have indicated their acceptance of the pay offer. Attached at Appendix 1 is a copy of the LMG salary scales showing the updated 2023/24 rates of pay.

3 Recommendation

- 3.1 The Governance Committee is recommended to agree the pay award for LMG Managers for the financial year 2023/24 to mirror the national (NJC) award, as set out in paragraph 1.1 of the report.

Ros Parker
Chief Operating Officer

Contact Officer:
Sarah Mainwaring, Assistant Director, HR & OD
Tel. No: 01273 482060
Email: sarah.mainwaring@eastsussex.gov.uk

This page is intentionally left blank

**Local Managerial Grades (LMG)
salary scale**



<i>Grade</i>	<i>Scale point</i>	<i>01/04/2022</i>	<i>01/04/2023</i>
LMG 1	5	£42,333	£44,258
	6	£43,545	£45,470
	7	£44,792	£46,717
	8	£46,082	£48,007
LMG 2	9	£47,408	£49,333
	10	£48,775	£50,700
	11	£50,184	£52,109
	12	£51,634	£53,637
LMG 3	13	£53,126	£55,187
	14	£54,664	£56,785
	15	£56,253	£58,436
	16	£57,877	£60,123
LMG 4	17	£59,564	£61,875
	18	£61,293	£63,671
	19	£63,073	£65,521
	20	£64,912	£67,430
LMG 5	21	£66,809	£69,401
	22	£68,745	£71,412
	23	£70,763	£73,509
	24	£72,828	£75,654
LMG 6	25	£74,962	£77,871
	26	£77,151	£80,144
	27	£79,408	£82,489
	28	£81,728	£84,899
LMG 7	29	£84,126	£87,390
	30	£86,596	£89,956
	31	£89,146	£92,605
	32	£91,758	£95,318
LMG 8	33	£94,452	£98,117
	34	£97,234	£101,007
	35	£100,097	£103,981
	36	£103,048	£107,046

This page is intentionally left blank

Report to:	Governance Committee
Date of meeting:	10 January 2024
By:	Assistant Chief Executive
Title:	Social media guidance for Councillors
Purpose:	To consider and agree the Social Media Guidance for Councillors

RECOMMENDATIONS:

The Governance Committee is recommended to agree the Social Media Guidance for Councillors attached at Appendix 1.

1 Background

1.1 Social media is a useful communication tool for members, increasing access to audiences and improving the accessibility of communication. However, its use does give rise to risks and some complexities. In recent years there has been an increase across England in Code of Conduct complaints against Councillors in respect of their use of social media. With this in mind, the attached Social Media Guidance for Councillors has been produced (Appendix 1) to assist Members in this area.

1.2 The guidance offers advice and tips to Members on how to help ensure the public are clear on whether a councillor is using social media on behalf of the Council or as a private individual. It also offers advice on how to ensure that the use of social media by members is lawful and does not expose the council or the councillor to security risks, reputational damage or breach the current data protection legislation.

2 Code of Conduct for Members and social media use

2.1 Members may use social media in both an official and personal capacity but will need to keep in mind that the public may perceive them as acting in their official capacity, whether that is the individual Member's intention or not. The sections of the Council's Code of Conduct for Members most likely to give rise to complaints include the requirements to treat others with respect; not to bring the office of Councillor or the Council into disrepute; and prohibiting the disclosure of confidential information. The Local Government Association has published a social media checklist for Councillors which is appended to the guidance along with a range of useful links.

2.2 The Member Reference Group were asked to consider and comment on the guidance at their meeting of 8 December 2023. Their feedback has been incorporated into the final version which is attached at appendix 1.

2.3 There is also a standing offer of social media training open to all Members which is provided by the Communications team. Details are available on the Member Training and Development Programme. Alternatively, Members can contact the Member Services team if they would like more detail.

3 Conclusion and Reason for Recommendation

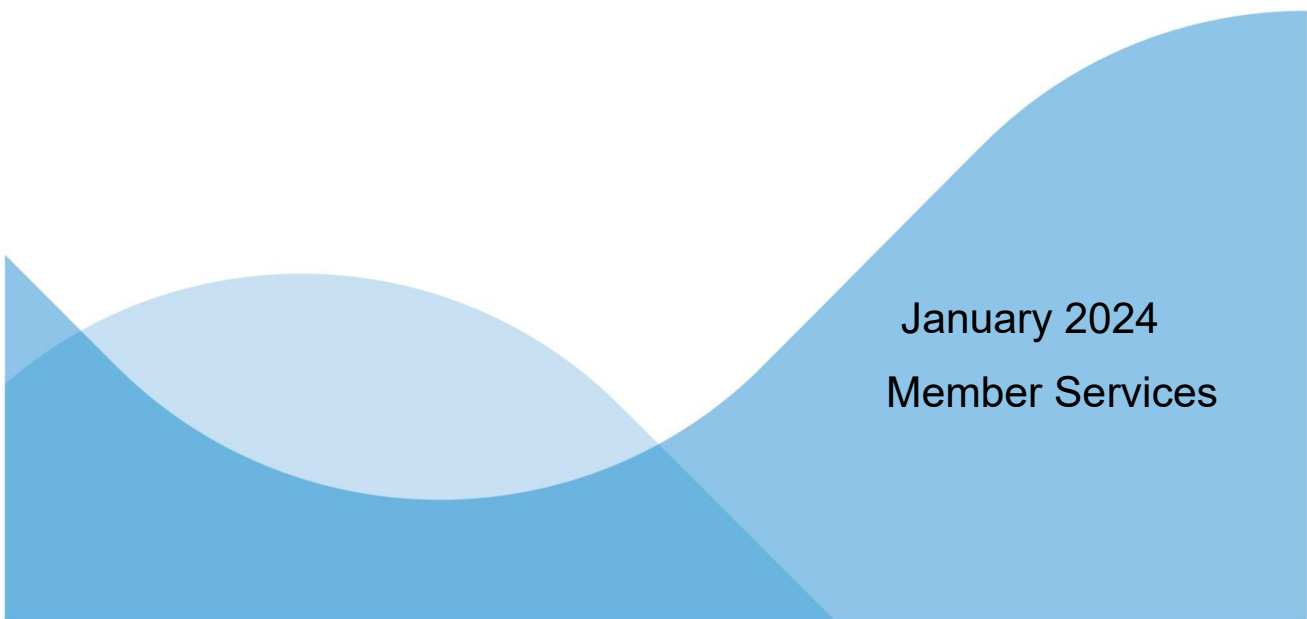
3.1 The proposed social media guidance will provide advice and guidance to Members on the effective and appropriate use of social media and how it interacts with the Code of Conduct. The Governance Committee is therefore asked to agree the guidance attached at Appendix 1.

Philip Baker
Assistant Chief Executive

Contact Officer:
Georgina Seligmann
Georgina.seligmann@eastsussex.gov.uk
Tel: 01273 482355

Social Media Guidance for Councillors

Guidance for Members on the use of social media in a personal or professional capacity.

A decorative graphic at the bottom of the page consisting of overlapping blue waves of varying shades, creating a modern, fluid background.

January 2024
Member Services

Introduction

This guidance offers advice and tips on how to help ensure the public are clear at all times on whether you are using social media on behalf of the Council or in a personal capacity. It aims to clarify the significance of this distinction, the issues that might arise when this distinction is blurred and provide an overview of the issues it is recommended you should be mindful of when using social media.

It also aims to ensure that your use of social media is lawful and does not expose you or the council to security risks, reputational damage or breach the current data protection legislation.

This guide covers the use of social media over the internet and by email, smart phones, social networking sites, blogging, and tweeting and all social media platforms.

Social media includes (but is not limited to) social networking and applications such as Facebook, X (formerly Twitter), Instagram, TikTok, WhatsApp, Snapchat, Flickr, YouTube, LinkedIn as well as blogs, discussion forums and wikis.

Social media is useful as it increases access to audiences and improves the accessibility of communication. However, it is important to remain aware that not everybody is on social media and so opinions expressed may not be representative of a specific cohort of people.

The Guidance applies to all Councillors of East Sussex County Council.

This Guidance should be read in conjunction with the Council's Code of Conduct for Members and the Councillors' Guide to Personal Safety.

The Code of Conduct

It is not a requirement for you to have a Facebook or Twitter account or to use other forms of social media to fulfil your roles as a Councillor. However, if you are using or planning to use social media in connection with your work as a Councillor or are already using such media in a private capacity, these guidelines will be relevant.

As a Councillor you are personally responsible for your conduct online and should always be mindful of the Code of Conduct for Members and the Nolan Principles.

‘Acting in Capacity’ as a Councillor

The Code of Conduct applies to you when you are acting in your capacity as a Councillor. It states you must comply with the Code whenever you:

- (a) conduct the business of your authority (which includes the business of the office to which you are elected or appointed); or
- (b) act, claim to act or give the impression you are acting as a representative of your authority, and references to your official capacity are construed accordingly.

There is no formal description of what the role of a councillor is. However, in addition to formal local authority business it would include promoting and representing the local authority in the local community and acting as a bridge between the community and the local authority.

Acting in a private capacity

It is important to note that the Code of Conduct does not seek to regulate what members do in their purely private and personal lives. The Code of Conduct is *not* engaged where you are acting in your capacity as a private individual. You have a right to freedom of expression as an individual.

Blurred Identities

When it comes to social media, councillors can sometimes have ‘blurred identities’. The blurring of identities can occur if you were to use a social media platform to make comments not only in your role as a councillor, but also as a private individual. For example, by identifying that you are a Councillor on your private or personal profile page and by using that platform to campaign or share

Council news/developments with the public. Where there may be ambiguity therefore it may be helpful if you make clear to people in which capacity you are engaging with them.

To help further reduce the chance of confusion, you may also wish to consider the following tips when using social media:

- Keep separate accounts for professional and private matters. By having one account which incorporates both your professional and personal life, you are increasing the risk of being found as acting in your capacity as a Councillor if a complaint is made.
- If you wish to keep just one account, be clear on what the account is used for. For example, if the account is personal, you should keep it private and refrain from using Council or Councillor terminology or referring to your role as a Councillor and should not use it to discuss Council business or share images of you conducting Council business. Your conduct could be found to have engaged the Code even where your identity / position as a Councillor is not evident if you were to make comments directly about Council business. You should carefully consider the fact that damage could be done to your own reputation and that of their authority, even when it is clear that you are not conducting council business.
- While you may make a distinction on social media about what is a personal account/ content and what is a Council business account/ content that does not mean what you post on a personal account is private. Please be mindful therefore that what you post could be shared by other people in public forums or used by the media.

General Responsibilities When Using Social Media

In addition to the Code of Conduct, it is recommended that you are mindful of the following issues:

- You should take particular care to ensure that, in any comment or post you create, you do not imply that you are speaking on behalf of the Council as a whole.
- Once a post is made on social media, it is there for the world to see. Even if it is deleted this does not mean that someone has not already saved a copy of it. You should never post anything on social media that you would not be prepared to discuss in public meetings, with the local media, with your constituents, and with your friends and family. You should think carefully before engaging in activity on social media.
- You should be honest about who you are on social media and not impersonate anybody if it could lead to bringing the Council into disrepute.
- You should be mindful of your personal safety and that of your, family and others. Any information posted to social media is public. This includes pictures, profile information, friends list and comments. Individuals will be able to see your information and link you to other people, which may include vulnerable children and adults.
- You should only share accurate information from reliable sources and should be mindful of 'fake news' stories and outlets. Anonymous profiles can contribute to the spread of misinformation or fake news, as well as cyberbullying, trolling and hate crime.
- You should not use social media to divulge any confidential or exempt information which has been shared with you.
- You should keep social media accounts secure and protected by passwords. You should not allow anybody else access to any of your social media platforms.
- You should remain professional and polite when conversing with members of the public. This includes the use of private messaging, commenting on posts or replying.
- You should always consider how any comment/post made on social media could be construed. For example, posts intended to be humorous can easily

be misconstrued or misrepresented by others.

- You should be mindful of the public perception of using social media during Council meetings and consider whether it is appropriate.

Potential Legal Issues

In addition to a potential breach of the Code of Conduct, misuse of social media may give rise to other consequences. The following issues, which may lead to criminal or civil legal proceedings, may also arise:

Defamation

If you publish an untrue statement about a person which is damaging to their reputation, they may consider it as defamatory and consider legal action. The same thing may happen if, for example, someone else publishes something defamatory on your social media or webpages if you know about it and don't take swift action to remove it. A successful legal claim could result in the award of damages and costs against you.

The UK defamation Act 2013 has strengthened the protection for channels such as Facebook and Twitter which will encourage those that have been libelled to pursue those responsible for media posts and reposts.

A retweet from a false or defamatory tweet is also not immune from legal action. Just as the original tweeter is liable if the tweet is defamatory, so the retweeter will be liable. This can also apply if you allow someone to publish something defamatory on your website or blog.

Copyright

Placing images or text on your site / channel from a copyrighted source (for example extracts from publications or photos), without obtaining permission, is likely to breach copyright laws. Don't publish anything you are unsure about, or make sure you obtain prior permission. Again, a successful claim for breach of copyright would be likely to lead to an award of damages and costs against you.

A retweet of a tweet or a pin or a share of a photo that someone else stole (used without the photographer's permission) is also at risk of legal action – just as the original tweeter is liable, so too will the retweeter be liable to prosecution.

It can often be good to use images with your posts, but always check that you have the right to use the image as you don't want to infringe on any copyright laws. Images you search for on Google are not necessarily a free resource. You

may have to contact the photographer and ask for their permission to use it and whether you need to attribute it. Rather than copying someone else's text or image, you can place a link back to the source of the information.

Data Protection

Do not publish the personal data of individuals unless you have their express permission to do so for that purpose. Personal information in an email or personal exchange cannot be presumed to imply any consent to pass it on to others. If you place personal information on a public forum, you should expect it to be published by others.

Bias and Predetermination

If you are involved in determining planning applications or other types of decisions, then avoid publishing anything online that might suggest you don't have an open mind about the matter you may be involved in.

Pre-election period and digital imprints

Councillors can continue to use social media, for their council business but must not use council resources (such as council twitter accounts, email accounts, telephones etc.) for any activities related to election campaigning.

Councillors can of course use a personal or political group social media account for campaigning. If you chose to do so, it is important to note that when certain campaign material is published, it must contain specific details to show who is responsible for publishing it. These details are known as an 'imprint'. The imprint helps to ensure there is transparency for voters about who is campaigning.

Imprints are important for transparency in campaigning. It is therefore good practice to include an imprint on all digital material that relates to elections and referendums, even if the material does not require one by law. This can apply to social media content. To reiterate though you must not use council resources for any election campaign-related activities. The advice given here on digital imprints only relates to your use of personal or political group social media and emails.

Further Support and Training

This guidance is intended to help you use social media in a way that helps avoid legal and reputational risk and reduce the likelihood of complaints.

Should you require it, training on the use of social media is also available to all Councillors. If you have any questions about that or are unsure about any of the issues covered here, please contact Member Services via 01273 482355 or democratic.services@eastsussex.gov.uk

You may also wish to refer to the LGA's social media Checklist for Councillors which is appended at Appendix A.

Useful Links

The LGA has also produced a series of written and video guides to support councillors in using social media:

[Social media guidance for councillors | Local Government Association](#)

A short guide to publicity during the pre-election period | Local Government Association:

[A short guide to publicity during the pre-election period | Local Government Association](#)

Statutory Guidance on digital imprints

<https://www.electoralcommission.org.uk/statutory-guidance-digital-imprints>

Code of Conduct:

[The Constitution of the Council | East Sussex County Council](#)

Personal Safety for Councillors:

[Member Health and Wellbeing – ESCC Intranet](#)

LGA Checklist for Councillors

How can you most effectively use social media as a councillor?

<https://www.local.gov.uk/our-support/guidance-and-resources/comms-hub-communications-support/digital-communications/social-1>

Be a person

In the words of Digital Specialist Euan Semple, "Organisations don't tweet, people do". You are likely to be more effective if your social media profile is you (with a picture of you) rather than an organisation with a logo.

Don't worry about reaching everyone in your ward

Social media will be more effective in some wards than others. University towns, urban areas with good broadband and mobile connections, and a working age population tend to work best. Wards with an older population and poor internet connectivity tend not to be so effective at reaching your ward. However don't let this stop you as connections are getting continuously improving as we move towards a higher level of digital inclusion.

Don't let it replace your traditional work

To be an effective councillor you won't stop meeting people and posting leaflets simply because you are posting online. The traditional work of a councillor still has to be done. You will know your residents best—consider which channel works best for them to connect with you, online and offline.

Think about the platform you'll use

If people in your ward are keen Facebook users then think seriously about Facebook. Twitter is popular among politicians because it's easy to use and connects people really well. Whichever one you choose, learn one at a time before even thinking of trying something else. You will know your residents better than anyone else so ask them which channel works best for them.

See how other councillors use it

Watch and learn from other councillors who are using social media. Have a chat to them. You'll very often find they will be happy to talk. Even to those from different parties.

Don't be a slogan machine

There is a really important decision to be taken over how political to be. You may have been elected on a party political ticket. But you are also a rounded human being. Social media is a chance for you to show your human side. Just posting party political content is likely to switch many people off and you may be talking only to the party faithful.

Have a conversation

Social media works best as a two-way conversation connecting people and sharing information. Good councillors do this every day face-to-face with residents—social media should be no different to this.

Don't wait for people to come to you

You've got your Facebook profile or your Twitter profile. People won't just come flocking to you. Run a search on your chosen profile for the name of your ward or an issue. Make a connection. Join a Facebook group set-up by residents. Comment on a blog, a website or a video clip.

Think about times when you won't post

From experience, many elected members say that Friday and Saturday nights are not always the best time to post overtly political messages. You won't always get the most rounded debates. Many councillors post sparingly on religious holidays.

To post in meetings or not?

Some authorities frown on posting from social media in meetings. Check the situation where you are. Residents, residents groups, journalists and bloggers are being encouraged to use social media from meetings. So adding your voice to the conversation may be a good thing as part of democracy. If you can post an update from a meeting and it doesn't hamper your role in that meeting then it's something to think about.

Don't have a row

Robust debate is fine from time-to-time and it's part of the cut and thrust of local politics. Most people can accept that. But remember how this debate is playing out to passers-by who are not interested in the detail of the issue. They are likely to be switched off. Take the row offline with a phone call or an email.

Don't be abusive

An absolute 'no no' is abusing people online. It doesn't work. It will make you look awful and is a sure-fire way to land you in trouble with your electorate, the party and the council. Be professional. Don't say anything you wouldn't be happy saying in a public meeting with the Press there.

Don't discuss case work detail

Case work can be reported to you on social media. Everything from uncollected rubbish and a cracked paving slab to concerns about child protection. As a good rule of thumb, ask residents to tell you the detail of an issue offline. Social media platforms usually have an easy-to-use way to talk one-to-one. Email and telephone can come into play too.

Pictures work

People respond really well to pictures. They don't have to be print quality. They don't have to be posed. If you are on a ward walk post some pictures. Include the people you are with if they are happy with that. Post pictures that show your human side too. That sunrise you just noticed. Your dog. Things that make you human.

Enjoy it

It's not meant to be scary. It's not meant to be hard work. Relax. Be yourself. Be a responsible elected member. Enjoy it.

This page is intentionally left blank

Report to:	Governance Committee
Date of meeting:	10 January 2024
By:	Assistant Director, Human Resources and Organisation Development
Title:	Chief Executive, Chief Officers' and Deputy Chief Officers' Pay 2023/24
Purpose:	To consider the position in relation to the pay award for the Chief Executive, Chief Officers and Deputies for 2023/24

RECOMMENDATIONS:

The Governance Committee is recommended to agree the pay award for the Chief Executive, Chief Officers and Deputy Chief Officers for the financial year 2023/24 to mirror the national JNC pay awards as set out in paragraph 2.5 of the report.

1 Background

1.1 Chief Officers' pay is locally determined and any annual increases approved by this Committee are effective from the 1 April of the relevant pay year.

1.2 The national (NJC and JNC) pay awards are relevant to these local negotiations as the decision made regarding the local pay offer needs to take into account the impact on the wider workforce and organisation as a whole, as well as the wider market position.

1.3 Set against this background, the local pay award for the Chief Executive, Chief Officers and Deputy Chief Officers has therefore historically mirrored the national awards. Any consideration of a pay increase should, however, take into account the wider public sector context and the future financial challenges facing the Council.

2. Supporting information

2.1 The annual Consumer Prices Index (CPI) inflation measures changes in the price level of consumer goods and services purchased by households. On 21 March 2017, the CPI was replaced by a new measure: the Consumer Prices Index, including owner occupier's housing costs (CPIH). This extends the CPI to include a measure of the costs associated with owning, maintaining and living in one's own home (owner occupiers' housing costs OOH), along with council tax. This is the most comprehensive measure of inflation. The CPIH rose by 4.7% in the 12 months to October 2023, down from 6.3% in September. On a monthly basis, CPIH rose by 0.1% in October 2023, compared with a rise of 1.6% in October 2022 (Office for National Statistics Nov 23).

2.2 Annual growth in regular pay (excluding bonuses) was 7.7% in July to September 2023, this is slightly down on the previous periods but is still among the highest annual growth rates since comparable records began in 2001. Annual growth in employees' average total pay (including bonuses) was 7.9% in July to September 2023; this total growth rate is affected by the civil service one-off payments made in July and August 2023. Annual growth in real terms (adjusted for inflation using the Consumer Prices Index including owner occupiers' housing costs (CPIH)) for total pay rose on the year by 1.4% in July to September 2023, and for regular pay rose on the year by 1.3% (ONS Nov 23).

2.3 Annual average regular pay growth for the public sector was 7.3% in July to September 2023 and is the highest regular annual growth rate since comparable records began in 2001; for the private

sector this was 7.8% and among the largest annual growth rates seen outside of the coronavirus (COVID-19) pandemic period (ONS Nov 23).

National Pay Negotiations 2023/24

2.4 The national NJC local government services reached a one year pay deal on 1 November 2023 covering the period 1 April 2023 to 31 March 2024. In headline terms, the deal provided for a minimum increase of 3.88%. At its meeting on 28 November 2023, the Governance Committee agreed the pay offer to LMG Managers for the financial year 2023/24 to mirror the national NJC award.

2.5 The JNC for Chief Officers of Local Authorities and the JNC for Chief Executives of Local Authorities have both also agreed their respective 2023/24 pay awards as being an increase of 3.5% with effect from 1 April 2023, so a lesser increase than the NJC for local government services.

Benchmarking

2.6 In previous years, benchmarking information in relation to other Councils has been provided. It is important, however, to recognise that Councils do not have consistent staffing structures and it is therefore very difficult to be confident that we are comparing on a 'like for like' basis. For example, it is worth noting that a number of Councils have introduced the role of 'Executive Director', which sits between the Chief Executive and departmental Chief Officers, thereby providing additional senior strategic capacity. This is not a layer that exists within East Sussex.

2.7 In order to provide the Committee with an understanding of the local market position and subject to the above, attached at Appendix 1 is high level benchmarking data showing the comparison in relation to the Chief Executive, Chief Officers and Deputies' pay and our closest neighbours.

2.8 A key relevant factor is the context in which the Council is operating. The scale of the leadership challenge, running a complex organisation and services in the face of financial challenge, complex needs and multiple risks is significant. Working collaboratively and in partnership is vital to support the challenges around service delivery and integration and our senior leaders have significant external facing roles in addition to the services they manage. The Chief Executive and Chief Officers are critical to ensuring the continued delivery of our essential services to the residents of East Sussex.

2.9 It is recognised that there is a level of scrutiny on pay for senior officers. It is, however, equally important that the Council is able to attract and retain high calibre staff to ensure the best delivery of services to the residents of East Sussex. Whilst acknowledging that pay is only one element of the overall employment package, it is, nonetheless an important one. Given the current significant recruitment and retention challenges, it is essential that our pay rates are appropriately competitive.

2.10 Given this backdrop, it would seem appropriate to offer a pay award that mirrors the national JNC pay awards for Chief Officers and Chief Executives.

2.11 The Committee will also be aware that at its meeting on 28 January 2020, it agreed an additional payment to be made to the Chief Executive in recognition of the significant additional responsibilities arising from being appointed as shared Chief Executive across both East and West Sussex County Councils. As an element of pay, it is appropriate that any increase agreed applies equally to this additional payment.

Financial Implications

2.12 The estimated impact of mirroring the national pay award to the Chief Executive, Chief Officer and Deputy Chief Officer pay bill is £57k per annum including on-costs. This is fully provided for in the MTFP.

2.13 Attached at Appendix 2 is a copy of the current Chief Executive, Chief Officer and Deputy Chief Officer salary scales showing the impact of an increase of 3.5%.

3. Conclusion and reasons for recommendations

3.1 The Governance Committee is recommended to determine the pay offer for the Chief Executive, Chief Officers and Deputy Chief Officers for the financial year 2023/24 as being in line with the national JNC pay awards as set out in paragraph 2.5 of the report.

Sarah Mainwaring
Assistant Director, Human Resources and Organisation Development

Contact Officer:
Ruth Wilson, HR Manager, Reward and Recruitment
Email: ruth.wilson@eastsussex.gov.uk

This page is intentionally left blank

Comparison against neighbouring authorities

Appendix 1

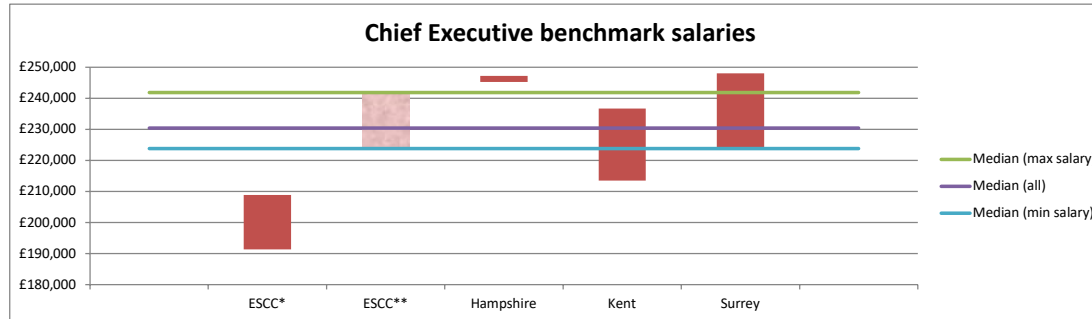
Chief Executive

2023/24

	Min Salary	Max Salary
ESCC*	£ 191,283	£ 208,836
ESCC**	£ 224,242	£ 241,795
Hampshire	£246,162	
Kent	£ 213,517	£ 236,664
Surrey	£ 223,822	£ 248,017

* Substantive Grade

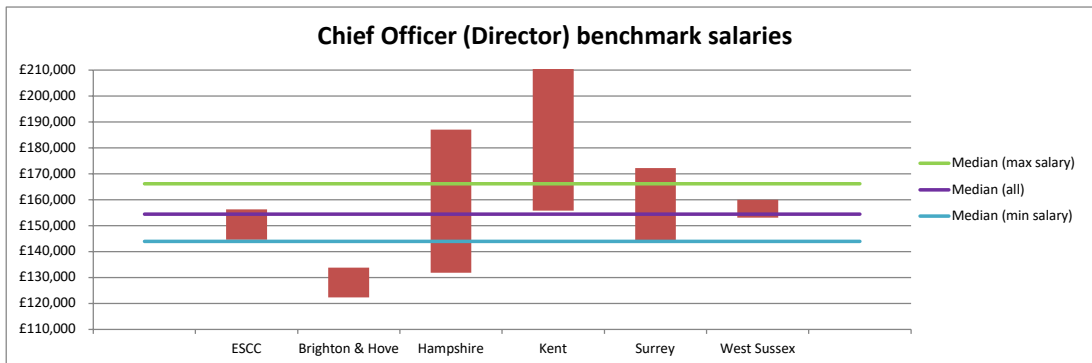
** Additional payment made in respect of the significant additional responsibilities arising as joint CE of ESCC and WSCC (£32,959)



Chief Officer (Director)

2023/24

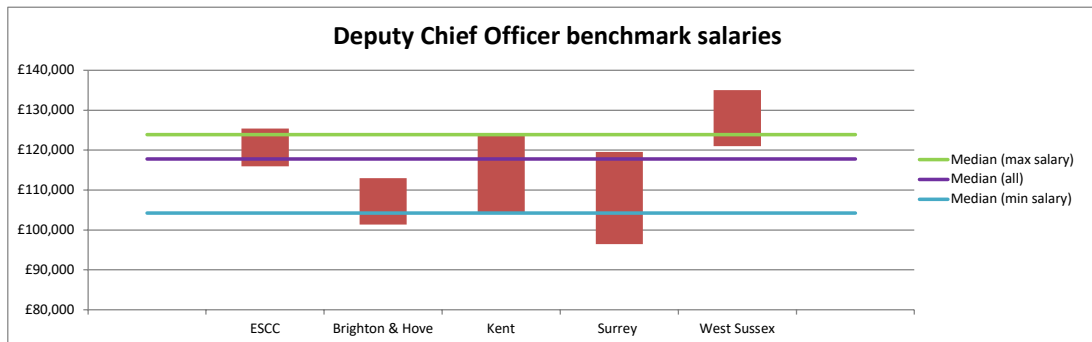
	Min Salary	Max Salary
ESCC	£ 144,467	£ 156,236
Brighton & Hove	£ 122,281	£ 133,736
Hampshire	£ 131,824	£ 186,984
Kent	£ 155,810	£ 212,416
Surrey	£ 143,465	£ 172,157
West Sussex	£ 153,000	£ 160,000



Deputy Chief Officer

2023/24

	Min Salary	Max Salary
ESCC	£ 115,959	£ 125,372
Brighton & Hove	£ 101,315	£ 112,998
Kent	£ 104,197	£ 123,842
Surrey	£ 96,432	£ 119,552
West Sussex	£ 121,000	£ 135,000



This page is intentionally left blank



Chief Officer Salary Scales

Grade	Scale Point	01/04/2022	01/04/2023 (Proposed)
Dep COA	1	£109,586	£113,422
	2	£112,816	£116,764
	3	£115,959	£120,018
	4	£119,097	£123,265
Dep COB	3	£115,959	£120,018
	4	£119,097	£123,265
	5	£122,238	£126,516
	6	£125,372	£129,760
COA	7	£136,505	£141,283
	8	£140,537	£145,456
	9	£144,467	£149,523
	10	£148,391	£153,584
COB	9	£144,467	£149,523
	10	£148,391	£153,584
	11	£152,310	£157,641
	12	£156,236	£161,705
C Exec	13	£191,283	£197,978
	14	£196,960	£203,854
	15	£202,811	£209,909
	16	£208,836	£216,145

This page is intentionally left blank